



Influence of communication, discipline and work motivation on PT Vesinter Indonesia employee performance

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ABSTRACT

These days, there is more rivalry among businesses. They strive to outdo each other in terms of human resource development in order to grow their respective industries. Good employee performance may assist employers in reaching a certain degree of job effectiveness in fostering better working relationships with their workforce. There may be intense rivalry among enterprises as a result of the growth of company development in diverse service sectors. Naturally, every business has a unique plan in place to deliver a creative and inventive performance. This study sought to determine how PT Vesinter Indonesia employees' performance was impacted by communication, discipline, and work motivation. In the sample, 115 people responded. Quantitative study using a Likert scale is employed. The t test results show that, when it comes to the performance of PT Vesinter Indonesia employees, discipline has a significant effect with at value of $7.737 > 1.98157$ and a significant value of $0.001 < 0.05$, communication has a significant effect with at value of $4.288 > t \text{ table } 1.98157$ and a significant value of $0.001 < 0.05$, and motivation has not an insignificant effect with at value of $1.324 > 1.98157$ and a significant value of $0.188 < 0.05$. Furthermore, the results of the f test show that, at a significance level of $0.001 < 0.05$, employees' performance at PT Vesinter Indonesia is strongly impacted by communication, discipline, and motivation. The f count is $134.451 > f \text{ table } 2.698398$.

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1. INTRODUCTION

Nowadays, in carrying out tasks to achieve its vision and mission, the role of the company is needed. Especially in terms of Human Resources (HR), which holds the key to the success of a company, therefore there needs to be concern for HR. When looking at the success or failure of a business, it can be determined by its human resources, because with their mindset and creativity, human resources can achieve their goals. The first factor that influences employee performance is communication, communication is a style of speaking to someone and getting feedback from the other person. Apart from that,

discipline is another element that has an impact on employee performance. Employee compliance with company regulations. Furthermore, performance is related to work motivation. Motivation, specifically the desire to do something for oneself, is sometimes referred to as an encouraging element that changes a person's mindset (Haryadi et al., 2022)

Every motivated employee will be enthusiastic about completing their work and achieving their goals. However, if subordinates lack work motivation, it can hinder work and make things difficult and disorganized, which can result in decreased work performance. Therefore, it is important to give careful consideration to the performance of each employee in order to achieve company goals. This research was conducted at PT Vesinter Indonesia located at Telaga Pungkur RT. 001 RW. 001, Kabil, Batam City, Riau Islands, Indonesia. PT Vesinter Indonesia operates in the field shipping yard. PT Vesinter Indonesia also collaborates with several shipping companies such as PT Buana Transperindo Wahana Internasional, PT National Shipping Bintan Karisma Lines and PT National Shipping Vesindo Lintas Samudera. Currently, the total number of employees at PT Vesinter Indonesia is 115 people. The act of sending or receiving messages between two or more people is called communication (Haryadi et al., 2022). The human resources of an organization play an important role in enhancing its effectiveness and efficiency in various organizational management tasks (Shinta & Siagian, 2020). According to Mangkunegara in the journal (Bahri et al., 2022). Communication indicators include: a) Ease of obtaining information: when information is easily obtained during the communication process, this will facilitate the transfer of ideas, understanding and information from one person to another, which can result in good performance, b) Intensity communication: high conversation volume with good information facilitates smoother communication. To facilitate communication in an organization, there must be a high level of communication, c) Effective communication: effective communication is based on direct flow, which is the implementation of the communication process directly and often face to face to facilitate other people's understanding of the communicator's message, d) Level of understanding the message: a person's level of understanding also influences their ability to understand what the communicator wants to convey to the recipient. effective and smooth communication can facilitate.

Work effectiveness and efficiency, as well as overall individual and organizational performance, are all influenced by internal communication. The amount of information shared by an organization with its members and among its members about its work is known as organizational communication. To ensure that members of an organization have the same frame of reference and the same areas of experience, communication within the organization is intended to foster mutual understanding. There are three perspectives necessary to understand organizational communication: the first is between superiors and subordinates, the second is between employees, and the third is between employees and superiors (Wandi et al., 2019).

Employee discipline is the result of consistent compliance, respect and appreciation for company policies (Kosasih, 2021). Discipline includes being responsible for the tasks carried out, so that it can motivate someone to work hard and contribute to achieving organizational goals (Adhary et al., 2018). There are indicators of work discipline (Fahraini & Syarif, 2022): a) Always on time: controlling to ensure that communication does not deviate and remains in line with the desired goals, b) Adhere to the rules: this can be seen from small things, such as dressing appropriately and following established guidelines, c) Obedient in work behavior: this is clearly visible at work, where accepting responsibility and building cooperative relationships, d) Obeying other regulations: can be measured from employee compliance with existing regulations.

The urge to come to work is known as motivation; Motivated employees will be more engaged and innovative at work (Situmorang & Siagian, 2022) The drive to inspire and guide a person to start and complete work is known as work motivation (Leppa et al., 2021).

According to Robert and Jackson (Umar & Norawati, 2022). Taking action is what motivates yourself at work. There are several motivating factors that can influence anyone. Motivation in the workplace is the result of various internal and external factors that influence employees to make the right decisions and adopt certain behaviors (Syafitri & Wasiman, 2020).

Several indicators of work motivation (Riyanto & Anto, 2022): a) Physical requirements: respect additional agency policies, such as policies governing what employees can and cannot do, b) Security: safety requirements, job security, and threat prevention, c) Social: friendships and peaceful interactions are established when two people are in a relationship, d) Rewards: there are results or achievements that have been achieved to get thanks and recognition, e) Self-actualization: to increase experience and potential, more skills are needed.

Performance is the effort resulting from a job (Manikottama et al., 2019). Performance is something done by a person or group in accordance with the tasks and guidelines given to achieve goals with knowledge, skills, perseverance and perseverance. (Sadat et al., 2020) Performance is a term used to describe someone who performs a task based on talent, experience, skills, seriousness and time (Pranata & Purbasari, 2021). The existence of employee performance indicators from (Pranitasari & Khotimah Khusnul, 2021): a) Quantity: the results and achievements of a worker who carries out their work in a proper and responsible manner, b) Quality: discipline is a form of employee obedience in obeying the rules, c) Reliability: the employee's skill in carrying out tasks accurately and in appropriate service with instructions, d) Attendance: punctuality and always being present at work, e) ability to work together to build collaboration and relationships between colleagues to complete tasks.

2. RESEARCH METHOD

The type of research carried out in this research is quantitative descriptive where this research uses statistical processes or a numerical measurement to obtain information in accordance with social reality (Ginting et al., 2019). The research location chosen by the researchers was at PT Vesinter Indonesia which is located in Telaga Punggur RT. 001 RW. 001, Kabil, Batam City, Riau Islands, Indonesia. This research uses a saturated sampling technique because the population is small, so the researcher chose samples obtained from the entire population, namely all employees at PT Vesinter Indonesia, totaling 115 people.

Population is part of research to determine the sample that will be selected or studied. The population has qualities, values, or characteristics of the objects and subjects to be studied or researched and concluded (Suryani, 2019). This research uses a non-probability sampling technique using saturated sampling. This sampling technique is carried out by selecting all members of the population to be sampled due to the small scope. In collecting data in this research, the researcher made observations and distributed questionnaires with a Likert scale. Observation activities were carried out at PT Vesinter Indonesia by observing ongoing activities or operations and distributing questionnaires using a Google Form link which was distributed to all employees working at PT Vesinter Indonesia. The aim of using a Likert scale is to assess or measure the respondent's level of agreement or disagreement with existing statements (Mediana, 2023: 27).

3. RESULTS AND DISCUSSIONS

3.1 Validity test

Validity tests are carried out to ensure that the instruments used in research can measure what is desired in producing accurate values. Validity tests were carried out on the results of data obtained from questionnaires that had been filled out by respondents (Anwar, 2019).

Table 1. Communication Validity Test (X1)

Communication			
Question	R Count	R Table	Information
X1p1	0.787	0.1816	Valid
X1p2	0.780	0.1816	Valid
X1p3	0.834	0.1816	Valid
X1p4	0.803	0.1816	Valid
X1p5	0.792	0.1816	Valid

Source: SPSS data processing results, 2023

The results of the communication variable validity test (X1) are shown in Table 1 above. With a value of X1p1 of 0.787, X1p2 of 0.780, X1p3 of 0.834, X1p4 of 0.803, and X1p5 of 0.792. shows that $r \text{ table} < r \text{ count}$. This shows that the statement items on the variables measuring communication are valid.

Table 2. Disciplinary Validity Test (X2)

Discipline			
Question	R Count	R Table	Information
X2p1	0.799	0.1816	Valid
X2p2	0.839	0.1816	Valid
X2p3	0.800	0.1816	Valid
X2p4	0.832	0.1816	Valid

Source: SPSS data processing results, 2023

The results of the validity test of the discipline variable (X2) are shown in table 2 above. With a value of X2p1 of 0.799, X2p2 of 0.839, X2p3 of 0.800, X2p4 of 0.832. Shows that $r \text{ table} < r \text{ count}$. This shows that the statement items on the variables measuring discipline are valid.

Table 3. Work Motivation Validity Test (X3)

Work motivation			
Question	R Count	R Table	Information
X3p1	0.605	0.1816	Valid
X3p2	0.793	0.1816	Valid
X3p3	0.758	0.1816	Valid
X3p4	0.814	0.1816	Valid
X3p5	0.703	0.1816	Valid

Source: SPSS data processing results, 2023

The results of the validity test of the work motivation variable (X3) are shown in table 3 above. With a value of X3p1 of 0.787, X3p2 of 0.780, X3p3 of 0.834, X3p4 of 0.814, X3p5 of 0.703. Shows that $r \text{ table} < r \text{ count}$. This shows that the statement items on the variables measuring work motivation are valid.

Table 4. Employee Performance Validity Test (Y)

Employee performance			
Question	R Count	R Table	Information
Yp1	0.835	0.1816	Valid
Yp2	0.863	0.1816	Valid
Yp3	0.842	0.1816	Valid
Yp4	0.765	0.1816	Valid
Yp5	0.855	0.1816	Valid

Source: SPSS data processing results, 2023

The results of the validity test of the employee performance variable (Y) are shown in table 4 above. With a value of Yp1 of 0.835, Yp2 of 0.863, Yp3 of 0.842, Yp4 of 0.765, Yp5

of 0.855. Shows that $r_{table} < r_{count}$. This shows that the statement items on the variables that measure performance are valid.

3.2 Reliability Test

When the statement being tested meets the validity requirements, the reliability test will continue to measure and determine the extent of consistency of the answers given by the respondent (Hafni Sahir, 2021).

Table 5. Reliability Test Results

No.	Variable	Cronbach's Alpha	Information
1.	Communication	0.857	Reliable
2.	Discipline	0.831	Reliable
3.	Work motivation	0.790	Reliable
4.	Employee performance	0.886	Reliable

Source: SPSS data processing results, 2023

The reliability test results above display the values *Cronbach's alpha* the communication variable (X1) is 0.857, the discipline variable (X2) is 0.831, the work motivation variable (X3) is 0.790, and the performance variable (Y) is 0.886. The Cronbach's alpha results above for each variable are more than 0.6 and can be said to be reliable.

3.3 Normality test

The normality test is that the results obtained are in accordance with normal data. According to (Sugiono, 2017) basis for making choices. The normality test is carried out to determine whether the data obtained.

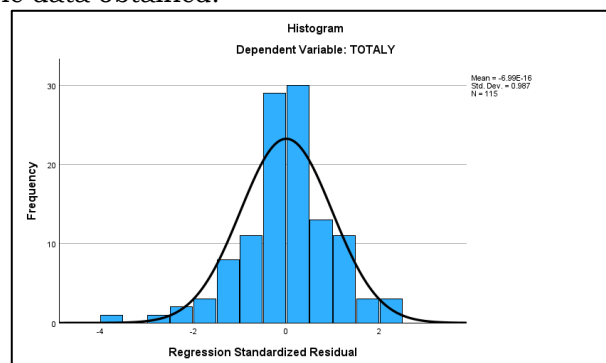


Figure 1. Histogram Chart

Source: SPSS data processing results, 2023

Figure 1 displays the results of the normality test with a bar chart on a line showing that the data is normally distributed and meets the requirements. These results are supported by the pp plot diagram shown below This :

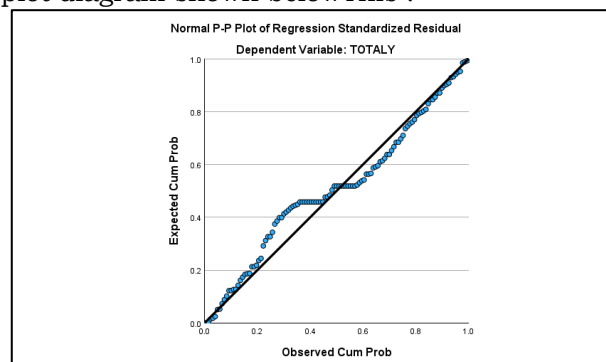


Figure 2. Normal pp Plot

Source: SPSS data processing results, 2023

Figure 2 shows that the points spread out and surround the diagonal from bottom to top. It can be said that the data is normal when the points at *p-p plot Standardized Regressions* spread out and surround the diagonal lines.

3.4 Heteroscedasticity Test

Testing carried out heteroscedasticity to find out whether it contains constant or residual variables from one observer to another observer, the heteroscedasticity test is called a regression test (Field, 2018).

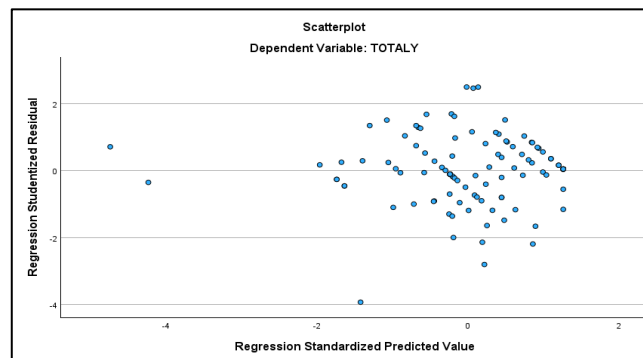


Figure 3. Scatterplots

Source: SPSS data processing results, 2023

Figure 3 shows data points spread around or above and below the value 0. The pattern of distribution of data points does not resemble a wave that narrows, then widens and narrows again. The distribution of data points also does not form a pattern. It was concluded that in the regression model of the influence of brand image, product quality, word of mouth and purchasing decisions there were no heteroscedasticity test problems so that this classic assumption was tested.

3.5 Multicollinearity Test

The multicollinearity test determines whether the independent variables are related to each other or not. This test is symbolized by the Variance Inflation Factor (VIP) or Tolerance Value (Balaka, 2022).

Model	Coefficients ^a							
	Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta				Tolerance	VIF
1	(Constant)	1.195	1.026		1.166	.246		
	Komunikasi	.324	.077	.309	4.228	<.001	.363	2.753
	Disiplin	.661	.085	.552	7.737	<.001	.381	2.623
	Motivasi	.096	.072	.096	1.324	.188	.371	2.698

a. Dependent Variable: Kinerja

Figure 4. Multicollinearity Test Results

Source: SPSS data processing results, 2023

Figure 4 displays the results of the multicollinearity test. The communication variable (X1) has a VIF value of 2.753, the discipline variable (X2) has a VIF value of 2.623, and the work motivation variable (X3) has a VIF value of 2.698. The tolerance values for the variables discipline (X2), work motivation (X3), and communication (X1) in the multicollinearity test are 0.381, 0.363, and 0.371, respectively. Therefore, it can be concluded that multicollinearity does not occur because the tolerance value for each variable is more than 0.1 and the VIF value for each variable is less than 10.

3.6 Multiple Linear Regression Analysis Test

Analyzing the strength of the relationship between two or more independent variables is known as multiple linear analysis. aware of the impact of discipline, motivation and communication on the performance of PT Vesinter Indonesia employees. The following is the analysis formula(Sugiyono, 2018).

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	1.195	1.026		1.166	.246
	Komunikasi	.324	.077	.309	4.228	<.001
	Disiplin	.661	.085	.552	7.737	<.001
	Motivasi	.096	.072	.096	1.324	.188

a. Dependent Variable: Kinerja

Figure 5. Multicollinearity Test Results
Source: SPSS data processing results, 2023

Based on Figure 5, the findings of the study conducted with SPSS software can be stated as follows:

Summary:

1. The regression coefficient for the constant is 1.195.
2. The communication variable has a regression coefficient of 0.324, which shows that for every 1% increase in variable X1, an additional Y value of 0.324 is obtained, assuming the values of the other independent variables remain constant. A positive coefficient indicates that employee performance and communication have a positive relationship. This can be explained by the fact that when performance increases, so does the employee's performance value.
3. The discipline variable has a regression coefficient of 0.661 and the other independent variables are constant, meaning that every 1% increase in the X2 variable will also produce an additional Y value of 0.661. A positive coefficient indicates that the discipline relationship can be explained by the theory that employee performance grows in proportion to the value of discipline.
4. If the other independent variables have fixed values, a one percent increase in variable X3 will also produce an additional Y value of 0.096 because the regression coefficient for the incentive variable is 0.096. Positive correlation indicates that employee performance and work motivation are positively correlated. This can be explained by the idea that employee performance will increase along with increased work motivation.

3.7 Coefficient of Determination Test (R²)

The instrument to assess its influence in explaining the independent variable is analysis of the coefficient of determination(Ghozali, 2018).

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.886 ^a	.784	.778	1.681

a. Predictors: (Constant), Motivasi, Disiplin, Komunikasi

Figure 6. Coefficient of Determination Test Results (R²)
Source: SPSS data processing results, 2023

It can be seen from Figure 6 that the R square test value is 0.784. This leads to the conclusion that 78.4% of the relationship between employee performance (Y) and communication (X1), discipline (X2), and work motivation (X3) is determined by these factors, and the remaining 21.6% is influenced by variables -variables not included in this study.

3.8 Partial Test (T Test)

The T test is a test of whether the variables X and Y have a partial effect on the dependent variable (Priyanto, 2019):

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.195	1.026		1.166	.246
	Komunikasi	.324	.077	.309	4.228	<.001
	Disiplin	.661	.085	.552	7.737	<.001
	Motivasi	.096	.072	.096	1.324	.188

a. Dependent Variable: Kinerja

Figure 7. Partial Test Results (T Test)
Source: SPSS data processing results, 2023

From Figure 7 it can be said that:

H1 = With a significance value of $0.001 < 0.05$ along with a calculated t value of $4.228 > t$ table 198.157 then A conclusion can be drawn, namely that H0 is rejected and H1 is accepted, which has meaning that communication has a significant effect on employee performance.

H2 = With a significance value of $0.001 < 0.05$ along with a calculated t value of $7.737 > t$ table 198.157 then A conclusion can be drawn, namely that H0 is rejected and H1 is accepted which has meaning that discipline has a significant effect on employee performance.

H3 = With a significance value of $0.188 < 0.05$ along with a calculated t value of $1.324 > t$ table 198.157 then A conclusion can be drawn, namely H0 is accepted and H1 is rejected which has meaning that work motivation does not have a significant effect on performance employee.

3.9 Simultaneous Test (F Test)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1140.451	3	380.150	134.451	<.001 ^b
	Residual	313.845	111	2.827		
	Total	1454.296	114			

a. Dependent Variable: Kinerja
b. Predictors: (Constant), Motivasi, Disiplin, Komunikasi

Figure 8. Simultaneous Test Results (F Test)
Source: SPSS data processing results, 2023

The calculated f value in Figure 8 is $134.451 > t$ table f, namely 2.698398 with a significance level of $0.001 < 0.05$. From this it can be concluded that communication, discipline and work motivation simultaneously have a significant effect on employee performance.

Based on the results of hypothesis testing (H1), it is proven that communication influences the performance of PT Vesinter Indonesia employees. Proven from hypothesis testing, the calculated t value is $4.228 < t \text{ table } 198.157$ with a significance level of $0.001 < 0.05$, so the t test concludes that H_0 is rejected and H_1 is accepted which means that communication has a significant effect on employee performance. The results of this research are supported by previous research such as research conducted by (Suryani, 2019) which states that employee performance at PT Bangkit Maju Bersama is influenced positively and significantly by communication.

Based on the results of hypothesis testing (H2), it is proven that discipline influences the performance of PT Vesinter Indonesia employees. Known t value The calculated value is $7.737 < t \text{ table } 198.157$ and the significance value is $0.001 < 0.05$, then H_0 is rejected and H_1 is accepted. Discipline has a significant effect on employee performance. The results of this research are supported by previous research such as research conducted by (Syafitri & Wasiman, 2020) who stated that discipline has a big and positive impact on the performance of PT Djitoe Machinedo employees.

Based on the results of hypothesis testing (H3), it is proven that motivation has no effect on the performance of PT Vesinter Indonesia employees. The calculated t value is $1.324 > t \text{ table } 198.157$ and the significant value is $0.188 > 0.05$, so H_0 is accepted and H_1 is rejected, which means that motivation has no significant effect on performance employee. The research is supported by research conducted by (Leppa et al., 2021) which states that the motivation of workers at PT Dirga Satria Pratama has no influence on the results of their work.

Based on the results of the F test, it is proven that communication, discipline and motivation have a simultaneous or concurrent effect on the performance of PT Vesinter Indonesia employees. The calculated f value is $134.451 > f \text{ table}$, namely 2.698398 and the significance value is $0.001 < 0.05$, so it is concluded that communication, discipline and work motivation have a simultaneous or simultaneous influence on the performance of employees of PT Vesinter Indonesia. This research is supported by previous research.

4. CONCLUSION

Based on research that has been carried out by researchers entitled The Influence of Communication. Discipline, Work Motivation on PT Vesinter Employee Performance, can answer the problem formulation from the research with the conclusion as follows: following: Communication has a partially positive and significant effect on the performance of PT Vesinter Indonesia employees. Discipline partially positive and significant effect on the performance of PT Vesinter Indonesia employees. Motivation work does not have a partial positive and significant effect on the performance of PT Vesinter Indonesia employees. Communication, discipline and work motivation simultaneously influence the performance of PT Vesinter Indonesia employees.

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